



#ONETEAMNAD
PLAYBOOK
2020

Staff Leadership Certification

LEAD 151 – Staff Recruiting & Selection

Step 1: Defining Your Needs & Expectations

Step 2: Finding Candidates

Step 3: Recruiting Strategies

Step 4: Screening Candidates

Key Takeaways

Find a balanced team:

- Think outside the box!
- Female and male
- Collegiate age to seniors
- Single and married
- As wide a racial spectrum as possible
- Introverts and extroverts
- Leaders and followers
- Visionaries and doers

Traits of a quality volunteer:

- Willing and available to commit time to the ministry
- Dependable
- A calling from the Lord (and from you!)
- Enjoy and appreciate young people
- Growing in Christ (You must be a model of continual growth)

Traits that are helpful, but can be developed:

- Familiarity with current youth culture
- Good communications skills
- Good relational skills
- A sense of humor
- Patience
- Flexible
- Experience

Recruiting Tips:

- Be specific
- Titles matter
- Describe expected results
- Aim high
- Be clear
- Give as much information about the job as possible
- Be flexible
- Don't assume "No" means "Never"
- Ask people directly, don't rely on general announcements or calls for volunteers

Safety & Volunteer Screening Resources:

- ALWAYS check for the latest volunteer screening policies, processes and tools.
 - <https://adventistyouthministries.org/safety-resources/volunteers>
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- Talk to your Pastor or Conference Youth Ministries Department if you have questions or concerns!